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ABSTRACT

The annotated bibliography was prepared to alert educators to literature discussing women in the world of work. It contains 32 documents, announced in Research in Education (RIE), selected by means of a computer search using one of the descriptors Females, Housewives, Mothers, Working Parents or Working Women plus a second major descriptor from a list of 32 other major descriptors covering aspects of the world of work. It is limited to those documents having publication dates in the years 1970, 1971, or 1972. Each citation provides the same information as is provided by RIE. All documents listed are available in microfiche or hard copy form from the ERIC Document Reproduction Service. It is pointed out that the bibliography is not complete or comprehensive but is intended to include those documents most relevant to the topic. (MS)

ED 083479

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Bibliography Series
No. 19

WOMEN IN THE WORLD OF WORK:

A Bibliography of ERIC Documents

ERIC

CLEARINGHOUSE ON VOCATIONAL
AND TECHNICAL EDUCATION

CE000577

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Recognition is due Paul E. Schroeder, Specialist, the ERIC Clearinghouse, for his effort in coordinating the compilation of this bibliography. Recognition is also due Gordon F. Law, Rutgers--The State University; and Donald Rathbun, American Vocational Association; for their critical review of the bibliography prior to final revision and publication.

Robert E. Taylor
Director
ERIC Clearinghouse on Vocational
and Technical Education

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ED 083479

WOMEN IN THE WORLD OF WORK

A Bibliography of ERIC Documents

compiled by

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Technical Education

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August, 1973

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INTRODUCTION

The current attention directed toward WOMEN IN THE WORLD OF WORK, evidenced by numerous magazine, journal, and newspaper articles, television and radio commentaries, and discussions and legislative actions concerning the Equal Rights Amendment to the Constitution, emphasizes the need for educators to be aware of the literature in education and related fields dealing with the topic.

This bibliography of documents announced in Research in Education (RIE), the monthly index of the Educational Resources Information Center (ERIC) system, was prepared as one means of alerting educators to literature discussing women in the world of work.

The bibliography was created by searching for documents announced in RIE, whose ERIC-descriptor listing had one or more major terms from each of the ERIC-descriptors listed below.

ERIC DESCRIPTORS USED FOR SEARCH

Column 1	Column 2
Females	Career Change
Housewives	Career Choice
Mothers	Career Opportunities
Working Parents	Demand Occupations
Working Women	Employment
	Employment Level
	Employment Opportunities
	Employment Opportunities (Jobs)
	Employment Pattern
	Employment Potential
	Employment Practices
	Employment Problems
	Employment Programs
	Employment Projections
	Employment Qualifications
	Employment Services
	Employment Skills
	Employment Statistics
	Employment Status
	Employment Surveys
	Employment Trends
	Job Applicants
	Job Application
	Job Development
	Job Market
	Job Skills
	Jobs
	Labor Market
	Manpower Needs
	Occupational Choice
	Occupational Mobility
	Promotion (Occupational)

A total of 78 documents in the ERIC collection fit the search strategy. From this number, 32 documents, all available in microfiche (MF) form from the ERIC Document Reproduction Service (EDRS) were selected as being most relevant to and representative of the wide variety of types of literature discussing the topic.

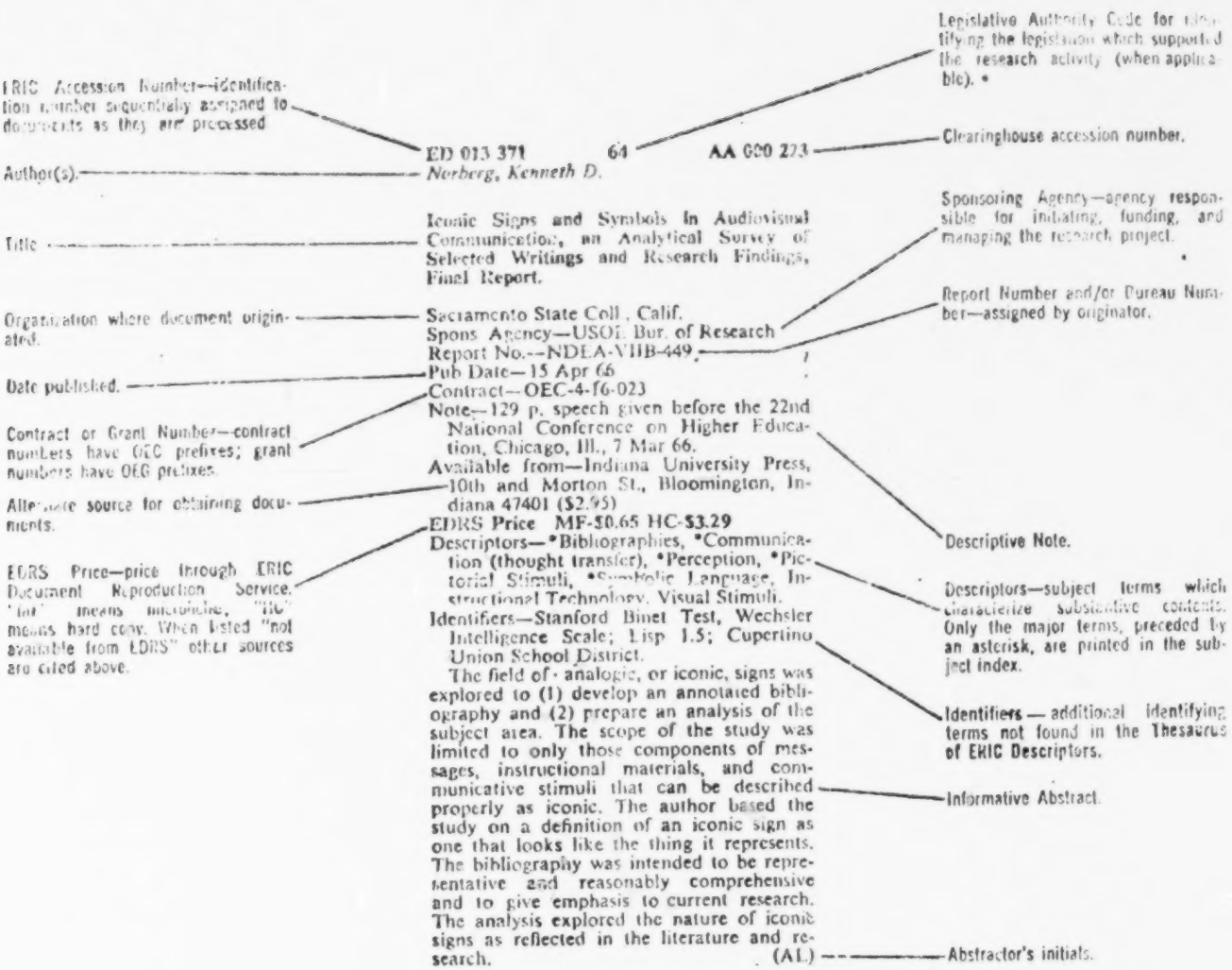
The bibliography is organized according to dates of publication, the latest publication date being listed first in each section. The bibliography is limited to those documents having publication dates in the years 1970, 1971, or 1972.

The listing for each selected document follows the format of all ERIC citations (see sample citation for description of information presented in each citation).

All documents listed in the bibliography may be obtained in microfiche (MF) at $0.65 per title, or in hardcopy (HC) form at the prices listed from the ERIC Document Reproduction Service (see ordering instructions for complete details).

* * *

*Note should be made by the reader that this bibliography, in terms of the ERIC data base, is not complete or comprehensive since the citations listed were selected for relevance to the topic from the total number of documents fitting the search strategy. Note should also be made, however, that the purpose of this bibliography is to alert educators to current (published since 1970) and readily available (microfiche through the ERIC Document Reproduction Service) documents announced only in the ERIC publication Research in Education (RIE).


ERIC Accession Number—identification number sequentially assigned to documents as they are processed
ED 013 371
64
AA 000 273
Clearinghouse accession number.
Legislative Authority Code for identifying the legislation which supported the research activity (when applicable).
Author(s).
Norberg, Kenneth D.
Title
Iconic Signs and Symbols in Audiovisual Communication, an Analytical Survey of Selected Writings and Research Findings, Final Report.
Sponsoring Agency—agency responsible for initiating, funding, and managing the research project.
Organization where document originated.
Sacramento State Coll., Calif.
Spons Agency—USOE Bur. of Research
Report Number and/or Bureau Number—assigned by originator.
Report No.—NDEA-VIIB-449
Date published.
Pub Date—15 Apr 66
Contract—OEC-4-f6-023
Contract or Grant Number—contract numbers have OEC prefixes; grant numbers have OEG prefixes.
Note—129 p. speech given before the 22nd National Conference on Higher Education, Chicago, Ill., 7 Mar 66.
Alternate source for obtaining documents.
Available from—Indiana University Press, 10th and Morton St., Bloomington, Indiana 47401 ($2.95)
EDRS Price—price through ERIC Document Reproduction Service. "mf" means microfiche, "hc" means hard copy. When listed "not available from EDRS" other sources are cited above.
EDRS Price MF-$0.65 HC-$3.29
Descriptive Note.
Descriptors—*Bibliographies, *Communication (thought transfer), *Perception, *Pictorial Stimuli, *Symbolic Language, Instructional Technology, Visual Stimuli.
Descriptors—subject terms which characterize substantive contents. Only the major terms, preceded by an asterisk, are printed in the subject index.
Identifiers—Stanford Binet Test, Wechsler Intelligence Scale; Lisp 1.5; Cupertino Union School District.
Identifiers—additional identifying terms not found in the Thesaurus of ERIC Descriptors.
The field of analogic, or iconic, signs was explored to (1) develop an annotated bibliography and (2) prepare an analysis of the subject area. The scope of the study was limited to only those components of messages, instructional materials, and communicative stimuli that can be described properly as iconic. The author based the study on a definition of an iconic sign as one that looks like the thing it represents. The bibliography was intended to be representative and reasonably comprehensive and to give emphasis to current research. The analysis explored the nature of iconic signs as reflected in the literature and research.
Informative Abstract.
(AL)
Abstractor's initials.

Example of RIE Citation

DOCUMENTS AVAILABLE FROM EDRS

1972 Publication Dates

ED072274 VT018766
WELFARE MOTHERS: BARRIERS TO LABOR FORCE ENTRY.
Shea, John R.
Ohio State Univ., Columbus. Center for Human Resource Research.
Spons Agency-Manpower Administration (DOL), Washington, D.C.
Pub Date Sep 72 Note-28p.
EDRS Price MF-$0.65 HC-$3.29
Descriptors-*Employment Potential/ *Labor Force Nonparticipants/ Labor Market/ Marital Status/ *Mothers/ Multiple Regression Analysis/ National Surveys/ *Welfare Recipients/ *Work Attitudes
Barriers to the labor force participation of women, particularly in low-income families, are examined in this paper. Reactions of nonworking mothers with dependent children to a hypothetical job offer are analyzed from data obtained in 1967 as part of the National Longitudinal Surveys of Labor Market Behavior. Multiple regression analysis shows that willingness to take a job and rate of pay required were related to family income, marital status, health, welfare payments, and other factors for both poor and nonpoor black and white mothers. The analyzed responses are discussed in connection with welfare reform proposals. (MF)

ED072175 CE VT017340
WOMEN IN THE WORK FORCE: DEVELOPMENT AND FIELD TESTING OF CURRICULUM MATERIALS. FINAL REPORT.
Vetter, Louise; Sathney, Barbara J.
Ohio State Univ., Columbus. Center for Vocational and Technical Education.
Spons Agency-National Inst. of Education (DHEW), Washington, D.C.
Report No.-RSD-Sep-81 Bureau No.-BR-7-0158
Grant-OEG-3-7-000158-2037
Pub Date Dec 72 Note-62p.
EDRS Price MF-$0.65 HC-$3.29
Descriptors-Career Choice/ *Career Planning/ *Curriculum Development / Educational Research/ Females/ High School Students/ Labor Force/ *Occupational Choice/ Occupational Information/ Role Perception/ Student Attitudes/ Work Attitudes/ *Working Women
To aid girls in considering future alternatives and making plans for labor force participation and adult female roles, curriculum materials and associated measures of knowledge, attitudes, and plans were developed and pilot tested with 100 girls in Grades 7, 9, and 11. Materials and measures were revised on the basis of pilot test data, including evaluative comments from participating teachers and students and were then submitted to experimental evaluation with 32 Grade 7, 9 and 11 students enrolled in home economics classes. Major conclusions

concerning the effects of the unit were: (1) Students gained information about the world of work and about women's roles in employment, (2) Students' attitudes changed in the direction of more acceptance of the challenges of employment and more acceptance of employment after marriage, (3) Students showed no significant change in choices of occupation, and (4) Students indicated more plans to work after children begin school and after children are grown. Recommendations for uses of the unit are included, and the study questionnaire, instructions, and data tables are appended. (Author/SB)

ED068713 VT017254

DUAL CAREERS: A LONGITUDINAL STUDY OF LABOR MARKET EXPERIENCE OF WOMEN. VOLUME TWO.

Kim, Sookon; And Others

Ohio State Univ., Columbus. Center for Human Resource Research.

Spons Agency-Manpower Administration (DOL), Washington, D.C.

Pub Date Sep 72 Note-131p.

EDRS Price MF-$0.65 HC-$6.58

Descriptors-Adults/ *Employment Experience/ *Employment Patterns/ Family Attitudes/ *Females/ Health Conditions/ Human Resources/ Job Satisfaction/ *Labor Market/ Labor Supply/ Labor Turnover/ *Longitudinal Studies/ Participant Characteristics/ Predictor Variables/ Racial Factors/ Tables (Data)/ Vocational Development/ Work Experience

Identifiers-Dual Careers/ *Labor Force Participation

As the second report on a cohort of 5,083 women between 32 and 46 years of age who were first interviewed in mid-1967, contacted by mail in 1969, and reinterviewed for the first time in 1969, three topics are considered in this longitudinal study: (1) changes in labor force participation, (2) interfirm mobility, and (3) changes in job satisfaction and in rate of pay. Emphasized are possible implications for public policy and for the way in which the labor market behavior of adult women is viewed. The labor force participation rate of white women in the group increased from 47.4 to 51.0 percent, while the rate for black women remained steady at 67.4 percent. There was a decrease of 11 percentage points in labor force participation by white women with no children under the age of six in 1967 but with at least one child under six in 1969, which shows the deterrent effect of young children on mothers' labor force participation. A favorable demand for well-trained women is reflected in positive relationships between the labor force participation rate, rate of pay, and educational attainment. Health, marital status, and job satisfaction are other variables considered. Factors associated with the job changes of about 20 percent of the white women and 25 percent of the black women from 1967 to 1969 are discussed. Various tables present the data, and a wide range of resource materials is appended. (Volume I is available as ED 043 755). (AG)

ED072269 VT019753
WOMEN IN 1971.
Citizens Advisory Council on the Status of Women, Washington, D.C.
Pub Date Jan 72 Note-71p.
Available from-Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 (Y3.In8/21:2W84/971; $.40)
EDRS Price MF-$0.65 HC-$3.29
Descriptors-*Child Care/ Day Care Services/ *Education/ Employment Opportunities/ *Equal Opportunities (Jobs)/ Equal Protection/ Federal Government/ Females/ Fringe Benefits/ Public School Systems/ *Sex Discrimination/ Supreme Court Litigation/ Supreme Courts/ Working Parents/ *Working Women
This publication summarizes the activities during 1971 of the Citizens' Advisory Council on the Status of Women in achieving its goal to suggest, arouse public awareness and understanding, and stimulate action with private and public institutions, organization, and individuals working toward improving conditions of special concern to women. Areas of concern were: (1) appointments of women to policy posts, (2) the Equal Rights Amendment, (3) Supreme Court decisions, (4) education, (5) equal employment opportunity, (6) child care, (7) maternity benefits for employed women, and (8) National Women's Political Caucus. Some recommendations by the Council were: (1) State commissions on the status of women should review local public school systems to determine the degree of sex discrimination, (2) The Federal Government should use its influence to secure a higher priority for after-school care, making full use of existing public school facilities, (3) A woman should be appointed to the Supreme Court, and (4) the Equal Employment Opportunity Commission should expedite preparation of a model affirmative action program now underway. (SB)

ED068654 VT017051
WOMEN'S BUREAU '71.
Department of Labour, Ottawa (Ontario). Women's Bureau.
Pub Date 72 Note-36p.
Available from-Canada Department of Labour, Ottawa, Ontario, Canada K1A 0J2
EDRS Price MF-$0.65 HC Not Available from EDRS.
Descriptors-*Equal Opportunities (Jobs)/ *Federal Legislation/ Females/ Labor Force/ *Sex Discrimination/ *Underemployed/ *Working Women
Identifiers-*Canada
This publication contains four papers presented by the Director of the Women's Bureau (Canada), which cover topics of concern and interest to the Bureau. Papers are: (1) "The Underemployed, Underpaid Third of the Labour Force," which presents statistical data reflecting

a picture of working women in Canada, showing the occupational segregation and wage discrimination that persists, (2) "The Importance of Perseverance," which is designed to appeal to women to persevere in their efforts to rectify existing injustices in Canadian society relating to working women, (3) "A Year After the Report: Where Are We Now?" which sets out significant legislation enactments by federal and provincial governments designed to eliminate sex discrimination in employment, and (4) "Canada's International Posture on the Status of Women," which discusses two international bodies with which the Women's Bureau is closely associated, the International Labour Organization and the United Nations Commission on the Status of Women. (SB)

ED067035 HE003341

A GUIDE TO SOURCES OF DATA ON WOMEN AND WOMEN WORKERS FOR THE UNITED STATES AND FOR REGIONS, STATES, AND LOCAL AREAS.

Department of Labor, Washington, D. C. Women's Bureau.

Pub Date 72 Note-18p.

EDRS Price MF-$0.65 HC-$3.29

Descriptors-*Equal Opportunities (Jobs)/ Females/ *Feminism/ *Higher Education/ *Sex Discrimination/ Womens Education/ *Working Women

This document presents a list of suggested source material to aid employers and other interested persons in acquiring statistical data needed in the development of programs for affirmative action for women workers. This listing identifies selected publications currently available or soon to be published on persons by sex, race, educational attainment, labor force participation, occupation, and industry. Availability of data by region, State, Standard Metropolitan Statistical Area, or other area is designated. (Author/HS)

ED059429 AC012288

SECOND CAREERS FOR WOMEN. A VIEW FROM THE SAN FRANCISCO PENINSULA.

Fairbank, Jane D., Ed.; Bell, Susan Groag, Ed.

Second Careers for Women. Stanford, Calif.

Pub Date Oct 71 Note-97p.; Description of a program and reports of workshops at Stanford University, May 2, 1970

EDRS Price MF-$0.65 HC-$3.29

Descriptors-Adult Education Programs/ Adult Learning/ *Career Change / *Career Planning/ Conferences/ *Educational Opportunities/ *Employment Opportunities/ *Females/ Job Skills/ Womens Education/ Workshops

Identifiers-*San Francisco Peninsula

The Second Careers for Women conference is discussed as to its evolution and place in the scheme of continuing education programs for women. The keynote address, "A Decade of Innovation," by Martha Sturm

White is reproduced, and summaries of 15 workshops are provided. The workshop summaries depict the situation for adult women seeking employment and educational opportunities on the San Francisco Peninsula as it was in May 1970. Opportunities in the following fields were discussed: Teaching; Educational Administration and Education Research; Counseling, Guidance and Clinical Psychology; Social Work; Library Service; Communications; Performing Arts; Fine and Applied Arts; Environmental Planning and Design; Law and Politics; Business and Finance; Paramedical Services; Medical and Biological Sciences; Physical Sciences, Engineering and Mathematics; and Computer Science-Data Processing. (DB)

1971 Publication Dates

ED055294 CG006662
EQUAL OPPORTUNITY -- AND YOU.
Lutes, Carol
Public Service Commission of Canada.
Pub Date 1 Jun 71 Note-23p.; Paper presented at Canadian Guidance and Counselling Association Convention, Toronto, May 30 - June 2, 1971
EDRS Price MF-$0.65 HC-$3.29
Descriptors-Career Change/ *Career Choice/ *Career Planning/ *Females/ Role Perception/ *Vocational Counseling/ Womens Education/ *Working Women
Identifiers-Canada
The author suggests alternatives to chip away at occupational traditionalism and vestigal hang-ups shared by men and women about women in the world of work, and which encourage the development of programs to ensure that equal opportunity will be a reality. Background statistics are presented which indicate that women are increasingly entering the world of work, but are increasingly concentrated in the relatively less skilled, less rewarded, and less rewarding fields of work. Restrictive hiring practices and subtle forms of discrimination which still persist based on old myths about women's capacities, performances, their work life expectancy, and their absence rates are cited. Several ideas are recommended for counselors. Among these are: special careers' nights for girls and their parents to broaden the perspectives of both on their work horizons; more and better occupational information designed to erode the stereotypes and encourage a wide range of occupational choice; stimulate early interest in developing individuality of girls; use of parent conferences to help parents understand changing roles and changing choices in the career decisions of girls; and use of co-educational group counseling sessions to explore attitudes and expectancies. (MA)

ED052701 HE002321
A REPORT TO THE PRESIDENT FROM THE COMMITTEE ON THE STATUS OF PROFESSIONAL WOMEN AT YALE.
Yale Univ., New Haven, Conn.
Pub Date May 71 Note-44p.
EDRS Price MF-$0.65 HC-$3.29
Descriptors-Administrative Personnel/ College Faculty/ Doctoral Degrees/ Employment Opportunities/ *Employment Practices/ *Females/ Higher Education/ *Social Discrimination/ *Women Professors
Identifiers-*Yale University

The Committee on the Status of Professional Women at Yale was charged by the University's President "to review the present participation of women in teaching and administration at Yale, to explore ways of increasing the participation of women under existing policies, and to suggest revisions in existing policies and procedures in order to increase such participation." This report concludes that an unacceptably high number of women at Yale do not reach the professional fulfillment to which their training ought to entitle them. Women receive 14 percent of the doctorates, but account for only 3 percent of the appointments at assistant professor rank or above in the Faculty of Arts and Sciences. The absence of women at the administrative level is equally glaring. Twenty-six recommendations are made to help remedy this situation. A brief discussion of the special problem of the research associate is included in the appendix, as well as tables indicating the number and percent of women students, Ph.D.'s, and faculty in 11 major departments. (AF)

ED056335 CG006713
FEMALE IDENTITY AND OCCUPATIONAL COMMITMENT.
Cowan, Gloria; Moore, Loretta
Wayne State Univ., Detroit, Mich.
Pub Date Apr 71 Note-11p.; Paper presented at American Psychological Association Convention, Denver, Colo., April 2-4, 1971
EDRS Price MF-$0.65 HC-$3.29
Descriptors-Aspiration/ *Career Planning/ *Females/ *Identification (Psychological)/ *Occupational Choice/ Personality/ Self Concept/ Self Esteem/ *Working Women

This study is concerned with the relationship between career orientation, choice of a predominantly masculine or feminine field, and feminine self-concept. It was predicted that career oriented women would see themselves as less feminine than noncareer oriented women and that women aspiring to predominantly male fields would see themselves as less feminine than women aspiring to predominantly female fields. A sample of 300 women completed and returned a questionnaire. The most striking finding was that women who aspire to male-dominated fields see themselves as less feminine than the traditionalists and also want to be less feminine than women oriented toward the more traditionally female fields. There were some trends in the data to indicate that women who are not career oriented show more discrepancy between the real and ideal feminine self concept. In general, on the female valued items, women would like to be more feminine than they believe themselves to be and on the male valued items, they would like to be more masculine than they believe themselves to be. (RK)

ED049485 CG006234
.ON THE POSITION OF WOMEN IN SOCIETY..
Lantz, Joanne B.
American Personnel and Guidance Association, Washington, D.C.
Pub Date 5 Apr 71 Note-8p.; Paper presented at the American Personnel and Guidance Association Convention in Atlantic City, New Jersey, April 4-8, 1971
EDRS Price MF-$0.65 HC-$3.29
Descriptors-Discriminatory Attitudes (Social)/ *Economic Disadvantagement/ *Employment/ *Females/ *Feminism/ *Social Discrimination/ Working Women

This paper discusses discrimination against women in our society. Statements and sayings from all over the world which reflect historical discriminatory attitudes towards women are quoted and it is evident that such attitudes are still prevalent in contemporary times. Despite federal legislation and state laws banning sex discrimination, the need to improve women's relative position in the economy is still urgent. It is claimed that occupationally women are more disadvantaged today in comparison to men than they were thirty years ago. Consequently there is a strong need to grant women equal opportunity in terms of job training, educational programs, occupational entrance, advancement, and salary. It is not suggested that all women should work or that all women should be professionals but that each person should have the right to choose what they will or will not do with their lives. (RSM)

ED048523 AA000689
THE STATUS OF ACADEMIC WOMEN.
Robinson, Lora H.
ERIC Clearinghouse on Higher Education, Washington, D.C.
Report No.-Review - 5
Pub Date Apr 71 Note-30p.
EDRS Price MF-$0.65 HC-$3.29
Descriptors-Discriminatory Attitudes (Social)/ *Employment Opportunities/ *Employment Patterns/ *Females/ *Higher Education/ Social Discrimination/ *Women Professors/ Working Women

This report on the status of academic women is divided into 3 parts. Section 1 presents a review of 4 major research studies that collectively provide a comprehensive description of academic women. The studies are: "Academic Women," by Jesse Bernard, "The Woman Doctorate in America," by Helen Astin, "Women and the Doctorate," by Susan Mitchell, and "Women as College Teachers," by Jean Henderson. The specific criteria most frequently used by investigators to assess the status of academic women are also discussed. Section 2 consists of 54 annotated campus reports that cover employment conditions for women at 65 institutions of higher education. The third section describes 25 projects covering the establishment of committees, task forces, and study groups by professional associations specifically to collect and disseminate information on employment conditions for women at various institutions and within specialized fields. (AF)

ED072283 VT018771
WOMEN IN TECHNICAL EDUCATION.
Ellis, Mary L.
Pub Date 26 Mar 71 Note-10p.; Presentation at the National Technical Education Clinic (Oklahoma City, Okla., March 25, 1971)
EDRS Price MF-$0.65 HC-$3.29
Descriptors-*Educational Opportunities/ Employment Opportunities/ *Equal Opportunities (Jobs)/ Females/ Sex Discrimination/ Speeches/ *Stereotypes/ *Technical Education/ *Working Women
Perhaps the most significant challenge of the 1970's will be the effect the women's rights movement will have on the nation's established institutions and the extent to which the nation responds to the call of women for equal opportunities. Social pressures and expectations have been, until recently, such that women simply have not opted for jobs traditionally viewed as solely the male domain. According to a 1970 Bureau of Census tabulation, out of more than 250 distinct occupations, half of all women workers were employed in only 21 of these occupations, and approximately 25 percent of all employed women were in five occupations (secretary, elementary school teacher, bookkeeper, waitress, and household worker), which are relatively low-paying and dead-end jobs. Yet, statistics on women workers reveal that more women are working and that the need for technical training and employment opportunities for women will expand in keeping with the changing nature of the labor force. Due to stereotyped attitudes, many women fail to take advantage of the technical education opportunities available to them. A major effort is needed to direct women into non-stereotyped educational and employment opportunities. (Author/SB)

ED057329 AC012184
GUIDE TO CONDUCTING A CONSULTATION ON WOMEN'S EMPLOYMENT WITH EMPLOYERS AND UNION REPRESENTATIVES.
Women's Bureau (DOL), Washington, D.C.
Report No.-Pamp-12
Pub Date 71 Note-19p.
EDRS Price MF-$0.65 HC-$3.29
Descriptors-Conferences/ *Consultation Programs/ Demonstration Programs/ Employers/ *Equal Opportunities (Jobs)/ Federal Government/ Feminism/ *Guides/ Industry/ Labor Unions/ State Government/ Wages/ *Working Women
This document reports on a series of business-industry-union consultations initiated and coordinated by the Women's Bureau of the U.S. Department of Labor. Meetings were scheduled in five selected cities. These forums were structured around three main features: (1) a keynote slide-talk, which allowed for speed and effective presentation of a maximum amount of background information concerning women's employment, (2) a panel of government representatives, who described Federal, State, and local (if any) laws and programs prohibiting sex

discrimination in employment and wage payments, and (3) a panel of employers and union representatives, who discussed affirmative action plans and programs for improving women's job status. Approximately 770 participants were at the five conferences: 210 each in Boston and Kansas City, 150 in Detroit, 140 in Atlanta, and 80 in Boise. Industry representation ranged from two-fifths to four-fifths of the conferees in all the cities except Detroit, where it constituted about one-third of the group. Men constituted the majority of participants in three cities. These conferences were set up as demonstration projects. (CK)

ED053307 VT013432
UNDERUTILIZATION OF WOMEN WORKERS.
Women's Bureau (DOL), Washington, D.C.
Pub Date 71 Note-32p.; 1971 Revision
Available from-Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 (L 13.2:W89/11/971, $.35)
EDRS Price MF-$0.65 HC-$3.29
Descriptors-*Employment Statistics/ Graphs/ *Income/ Individual Characteristics/ Labor Economics/ *Labor Force/ *Manpower Utilization/ *Working Women

Information about the status of working women and their underutilization in the national work force is presented in summary and graph form. Although progress has been made in assuring women equality of pay and nondiscrimination in employment, much work needs to be done to improve the utilization of their abilities. The barriers are still high against employing women in professions other than those traditionally associated with women, and many of the myths regarding women's ability to hold administrative and managerial positions still prevail. The growing share of jobs held by women in the lower paying occupations in recent years is reflected in the gap between the median earnings of women and men. In 1957, the median wage or salary income of women who worked 35 hours or more a week for 50 to 52 weeks was 64 percent of that received by men. In 1968, median earnings of comparably employed women were only 58 percent of those received by men. This document is a revision of ED 019 444. (GB)

ED052464 AC010509
RE-ENTRY OF WOMEN TO THE LABOUR MARKET AFTER AN INTERRUPTION IN EMPLOYMENT.
Seear, B. N.
Organisation for Economic Cooperation and Development, Paris (France).
Pub Date 71 Note-130p.
Available from-OECD Publications Center, Suite 1207, 1750 Pennsylvania Avenue, N.W., Washington, D.C. 20006 ($3.00)

EDRS Price MF-$0.65 HC-$6.58
Descriptors-*Employment Opportunities/ *Equal Opportunities (Jobs)/ *Females/ *Manpower Development/ *Occupational Surveys/ Vocational Adjustment

The problems involved in the re-entry of women into employment were studied, and the extent to which there exists a demand for employment for re-entry women was examined. A growing number of women are seeking re-entry in a wide range of income levels. The demand for part-time work appears to exceed supply. Official machinery for assisting re-entry women exists, at least nominally, in all the countries studied. It has to be decided, however, whether special machinery needs to be created to deal with the particular problems of this group and whether such machinery should take the form of a Women's Bureau. In the United States, the Women's Bureau is getting results. Many women have been handicapped in their careers through lack of vocational guidance. Where there are good openings, many are prevented from taking advantage of them through lack of basic educational qualifications. Success achieved in training older women is being achieved. This study has shown that re-entry programs for older women can be a satisfactory investment for both the community and the woman herself. The nature of the women's labor market will in any case change over the next decade as a result of the combined effects of technology and of the introduction of equal pay. (Author/CK)

ED053300 VT013261
MARRIED FEMALE LABOUR FORCE PARTICIPATION: A MICRO STUDY. SPECIAL LABOUR FORCE STUDIES SERIES B, NO. 4.
Spencer, Byron G.; Featherstone, Dennis C.
Dominion Bureau of Statistics, Ottawa (Ontario). Special Manpower Studies and Consultation Div.
Report No.-Catalogue-71-516-Occas
Pub Date Dec 70 Note-100p.
Available from-Information Canada, Vanguard Building, O'Conner and State Streets, Ottawa 4, Ontario, Canada ($.75)
EDRS Price MF-$0.65 HC-$3.29
Descriptors-Cross Sectional Studies/ Demography/ Economic Factors/ *Employment Patterns/ Family Influence/ *Foreign Countries/ *Labor Force/ *Occupational Surveys/ Statistical Analysis/ *Working Women
Identifiers-*Canada

This study investigates the role of several important factors in terms of their influence on the supply of married women in Canada's labor force. The factors include income, child status, region of residence, family, holdings of assets and debts, labor force status of the husband, presence of other adults in the family, and residence in a metropolitan area. The data were obtained from a survey taken in April and May of 1964, and included 6,401 returns from non-farm families and unattached individuals. Some findings were: (1) Married

women are less likely to be in the labor force as their level of family income goes up, (2) The presence of a pre-school child is a very strong deterrent to the mother's labor force participation, (3) For the youngest group of married women the region of residence is not a significant influence, but for older women it becomes increasingly significant, and (4) A wife is much more likely to be in the labor force if the husband is unemployed than if he is employed. (GEB)

1970 Publication Dates

ED051897 PS004851
A STUDY IN CHILD CARE (CASE STUDY FROM VOLUME II-B): "I'M A NEW WOMAN NOW." DAY CARE PROGRAMS REPRINT SERIES.
Willis, Erline
Spons Agency-National Center for Educational Communication (DHEW/OE), Washington, D.C.; Office of Economic Opportunity, Washington, D.C.
Report No.-OE-20184
Pub Date Nov 70 Note-74p.
EDRS Price MF-$0.65 HC-$3.29
Descriptors-*Career Opportunities/ Counseling Programs/ *Day Care Programs/ *Day Care Services/ *Home Programs/ Job Placement/ Low Income Groups/ *Mothers/ Organization/ Program Descriptions/ Self Concept/ Unemployed/ Working Women
Identifiers-*Family Day Care Career Program/ Project Head Start
The Family Day Care Career Program plan of New York City provides day care for approximately 3500 children of public assistance or low income career mothers (working, in school, or in training) in the homes of teacher mothers (day care mothers). The day care homes are administered by 21 sub-centers, which provide support for teacher mothers through home visits by educational aides and day care aides. Two career development paths are available to women in the program: internal (teacher mothers may move upward to other staff positions) and outside the system (career mothers are given counseling and helped to receive training and job placement). The system provides a means for teacher mothers to earn needed money at home and to increase their feelings of self-worth. With good day care for their children available free of charge, career mothers are able to improve their lives through employment or training. Information on the program's history, organization, staff, policymaking, and use of resources is included. An appendix contains illustrative materials. (NH)

ED049683 HE002089
DISCRIMINATION AGAINST WOMEN AT THE UNIVERSITY OF PITTSBURGH.
Pittsburgh Univ., Pa.
Pub Date Nov 70 Note-71p.
EDRS Price MF-$0.65 HC-$3.29
Descriptors-Administrative Personnel/ College Students/ *Discriminatory Attitudes (Social)/ *Employment Patterns/ Faculty/ *Females/ *Higher Education/ Salaries/ Social Discrimination/ *Women Professors
Identifiers-*University of Pittsburgh
This report documents the activities of the University Committee for Women's Rights (UCWR) at Pittsburgh University over a 1-year period. The chapters cover UCWR's negotiations with the University, summarize the data compiled, and present proposals for improving the condition of women. Data on faculty include: men and women faculty in 8 selected

departments by rank, new faculty appointments for 14 schools by rank, participation rates in the standing committees of the University Senate for 2 years, and the percentage of the different faculty positions held by women. Other chapters include an introduction to WCWR, WCWR attempts to review salaries, discrimination against women students, WCWR's interaction with the administration, women in staff positions, WCWR's efforts in relation to the law, and a summary of the obstacles WCWR met in pursuing its goals. (AF)

ED046031 24 CG006111
THE RELATIONSHIP OF WOMEN'S PERCEPTIONS OF MEN'S VIEWS OF THE FEMININE IDEAL TO CAREER CHOICE.
Bawley, Peggy
San Diego State Coll., Calif.
Spons Agency-Office of Education (DHEW), Washington, D.C.
Bureau No.-BR-9-I-028
Grant-OEG-9-9-140028-0044(057)
Pub Date Oct 70 Note-50p.
EDRS Price MF-$0.65 HC-$3.29
Descriptors-*Career Choice/ Counselors/ *Females/ Individual Characteristics/ Interpersonal Relationship/ Marriage/ Perception/ *Personality/ *Psychological Needs/ Role Perception/ *Student Opinion/ Teachers

A total of 136 women students: math science majors, counselors in training, and teachers in training were subjects in this study concerned with the relationship between women's career choice and their perception of men's views of the feminine ideal. As predicted, women's perceptions of men's views of the feminine ideal were differentially related to the careers for which they were preparing. Women in career areas traditionally considered masculine (math science) were most concerned with men's approval. Teachers in training tended to be more home-centered than job-centered. Counselors in training seemed to be less governed by their husband's wishes than either of the other groups. The math science subjects were more non-conforming in their choice of careers while counselors were more non-conforming in regard to their husband's wishes. (Author/KJ)

ED065661 WD012890
FACTS ON WOMEN WORKERS OF MINORITY RACES.
Women's Bureau (DOL), Washington, D.C.
Pub Date Jun 70 Note-10p.
Available from-Superintendent of Documents, U. S. Government Printing Office, Washington, D. C. 20402 ($0.15)
EDRS Price MF-$0.65 HC-$3.29

Descriptors-Age Differences/ *Comparative Statistics/ Dropout Characteristics/ *Employment Patterns/ Heads of Households/ *Labor Force/ Marital Status/ *Minority Groups/ Occupational Surveys/ Racial Differences/ Sex Differences/ Wages/ *Working Women

This booklet on women workers of minority races includes all races in a minority other than white, Negroes constituting about 90 percent of all persons other than white in the United States; Spanish-speaking persons are included in the white population. The following topics are encompassed; labor force participation; unemployment; marital status; women as heads of families; working mothers; children of working mothers; education; employment status of dropouts; occupations; full-time and full-year workers; and, earnings. Tabulated statistics are provided for the following; percent of persons in labor force, by sex, race, and age, 1971; percent of women in labor force, by race and marital status, March 1971; work experience in 1970 of women family heads in poor families, by race; percent of mothers in labor force, by race, age of children, and marital status of mother, March 1971; number of own children of working mothers, by race, type of family, and age of children, March 1971; employment status of high school graduates not enrolled in college and dropouts aged 16 to 21 years, by sex and race, October 1970; median years of school completed by workers 18 years of age and older, by sex and race, March 1959 and 1971; major occupation groups of employed women, by race, 1960 and 1971; and, median wage and salary income in 1970, by race and sex. (3J)

ED041537 HE001619

WOMEN IN THE UNIVERSITY OF CHICAGO. REPORT OF THE COMMITTEE ON UNIVERSITY WOMEN.

Chicago Univ., Ill.

Pub Date 1 May 70 Note-125p.

EDRS Price MF-$0.65 HC-$6.58

Descriptors-Academic Achievement/ College Students/ Degrees (Titles)/ Discriminatory Attitudes (Social)/ Educational Opportunities/ *Employment Patterns/ Enrollment/ Equal Opportunities (Jobs)/ *Females/ *Higher Education/ *Women Professors/ *Womens Education

Identifiers-*Chicago University

Part 1 of this report on the status of women at the University of Chicago deals with women on the regular teaching faculties, their numbers and locations, potential pools of faculty women, recruitment procedures, promotions and reappointments, cases of alleged discrimination, nepotism, work patterns, reported satisfactions and dissatisfactions, equity in faculty salaries, salaries of married women, women as teachers and researchers, part-time appointment, period to tenure, changing career patterns, the tandem team, and child care. It also discusses women lecturers and research associates, their number and types, satisfactions and dissatisfaction, and why so many

women are in these positions. Part 2 deals with women students, specifically: (1) trends in enrollment and degrees granted; (2) admissions and financial aid policies as they affect women; (3) attrition rates; (4) career plans; (5) older students; (6) part-time students and the problem of child care; and (7) campus student life. Part 3 summarizes the findings and recommendations. The appendices present data on: (1) awards, honors, and administrative positions; (2) earned PhDs from leading universities by sex; (3) changes in the supply of highly educated women; (4) the student survey; and (5) dissents and comments. (AF)

ED038731 24 CG005449

PERSONAL AND ENVIRONMENTAL FACTORS IN CAREER DECISIONS OF YOUNG WOMEN. FINAL REPORT.

Astin, Helen S.

Bureau of Social Science Research, Inc., Washington, D.C.

Spons Agency-Office of Education (DHEW), Washington, D.C. Bureau of Research.

Bureau No.-BR-9-C-027

Grant-OEG-3-9-090027-0017(010)

Pub Date Mar 70 Note-95p.

EDRS Price MF-$0.65 HC-$3.29

Descriptors-Career Choice/ Career Planning/ Environmental Influences / *Females/ *Followup Studies/ High School Students/ Individual Development/ *Occupational Choice/ *Occupational Guidance/ Prediction/ Research/ *Vocational Development

This study explores the career development of women during the five year period after high school, examining the determinants of that development and presenting data which may provide a basis for better vocational guidance and a theory of occupational choice in women. The study employs longitudinal data from the Project TALENT data bank and 17,000 women were analyzed in total. From the predictor variables employed, career choices of women after high school could be predicted with some degree of accuracy. Post high school experiences were the best determinants of career outcomes. Educational attainment and marital-familial status best predicted whether women would choose careers in the professions or be housewives and office workers. Of the personal variables, scholastic aptitude and socioeconomic status as well as early career choices, were the best predictors. However, different clusters of characteristics were predictive of different outcomes. (FK)

ED040468 CG005503
THE CHILDHOOD AND ADOLESCENT CAREER PLANS OF COLLEGE WOMEN.
Harmon, Lenore W.
American Personnel and Guidance Association, Washington, D.C.; Wisconsin Univ., Milwaukee.
Pub Date Mar 70 Note-19p.; Paper presented at the American Personnel and Guidance Association Convention, New Orleans, Louisiana, March 22-26, 1970
EDRS Price MF-$0.65 HC-$3.29
Descriptors-*Adult Students/ *Career Change/ Career Choice/ *Career Planning/ College Freshmen/ *Females/ *Occupational Choice/ Occupational Clusters/ Occupational Surveys/ Womens Education
This study focuses upon the childhood and adolescent career choices of college freshman women. Subjects were 1188 women entering the University of Wisconsin at Milwaukee as freshmen. These women were asked to complete the "Life Planning Questionnaire for Women," and to check those occupations, from a list of 135 from the Strong Vocational Interest Battery, which they had ever considered entering, and to list the age when each occupation was considered. Results showed that early vocational considerations of college freshmen tend to be few and general. In terms of overall popularity, the Medical, Social Service, and Verbal fields are considered by most women with Business and Clerical-Secretarial occupations considered by the least. The findings suggest that women do not make many or varied early choices, and that their later choices, although more varied, may be restricted to typical women's fields. (KJ)

ED050224 VT011139
JOBFINDING TECHNIQUES FOR MATURE WOMEN.
Terlin, Rose
Women's Bureau (DOL), Washington, D.C.
Report No.-Pamph-11
Pub Date Feb 70 Note-44p.
Available from-Women's Bureau, Wage and Labor Standards Administration, Dept. of Labor, Washington, D.C. (no charge)
EDRS Price MF-$0.65 HC-$3.29
Descriptors-Educational Opportunities/ Employment Interviews/ Employment Qualifications/ *Females/ *Guidelines/ *Job Applicants/ *Job Application/ Middle Aged/ *Occupational Guidance
Written by the Chief of Special Projects of the Women's Bureau as a guide for assisting the mature woman in preparing for and finding employment, this pamphlet contains sections on: (1) How to Do a Self-Inventory, (2) How to Prepare a Resume, (3) The Jobhunt, (4) How to Prepare a Letter of Application, (5) Guides to an Effective Interview, and (6) Training Opportunities. Selected readings and addresses of agencies and organizations are appended. (SB)

ED050227 VT011111
AUTOMATION AND WOMEN WORKERS.
Wells, Jean A.
Women's Bureau (DOL), Washington, D.C.
Pub Date Feb 70 Note-16p.
Available from-Women's Bureau, Wage and Labor Standards Administration, Department of Labor, Washington, D.C. (no charge)
EDRS Price MF-$0.65 HC-$3.29
Descriptors-*Automation/ Child Care/ Employment/ *Employment Trends/ *Females/ Leisure Time/ *Manpower Utilization/ Occupational Guidance/ Safety/ Skill Obsolescence/ *Technological Advancement/ Unemployment/ Vocational Education/ Wages/ Working Hours
To determine the repercussions of scientific and technological progress on the employment of women and their conditions of work, the Women's Bureau used available statistical data from 1958-68 to study: (1) Employment and Unemployment, (2) Vocational Guidance and Training, (3) Training and Retraining of Older Women, (4) Remuneration, (5) Hours of Work and Leisure, (6) Safety and Health, and (7) Child Care. Some major findings were: (1) In 1968 more women were engaged in office and service work (excluding household work) and relatively fewer in farm, sales, and factory work, (2) For women in professional and service work, the influence of automation has been less pronounced than for those in clerical, factory, sales, and farm jobs, (3) The declining importance of some occupations has emphasized the urgent need to update and extend the vocational guidance and training provided women and girls, (4) Because of scientific and technological changes, many older women interested in working have found it necessary to resume education and training, and (5) Technological advances appear to have had virtually no influence on the provision of child care. (SB)

ED052703 HE002223
EMPLOYMENT SURVEY. SURVEY OF EMPLOYMENT OF WOMEN AND MEMBERS OF VARIOUS ETHNIC GROUPS.
California State Colleges, Inglewood. Office of the Chancellor.
Pub Date 70 Note-29p.
EDRS Price MF-$0.65 HC-$3.29
Descriptors-*Employment Statistics/ Ethnic Distribution/ *Ethnic Groups/ *Minority Groups/ Negro Employment/ *Occupational Surveys/ Surveys/ Women Professors/ *Working Women
Identifiers-*California State Colleges
This report contains data from the sixth annual survey of ethnic group employment in the California State Colleges. For the first time, colleges were asked to report the number of male and female incumbents of positions included in the survey, which covered the 1969-70 academic year. The survey includes employees who serve half-time or more in clerical, trade and craft, technical and sub-professional,

custodial, professional, administrative, instructional faculty, supervisory and protective service positions. Salary ranges were grouped into 4 broad brackets. The five designated ethnic groups were Negro, Oriental, other non-white, Mexican-American, and other Caucasian. In addition to tables presenting the data, the report includes: a narrative summary of "highlights"; a digest comparing 1970 information with that in previous reports; a description of unique problems and special programs related to recruitment, employment and training of ethnic minorities; and general conclusions. (JS)

ED048439 VT011993

BACKGROUND FACTS ON WOMEN WORKERS IN THE UNITED STATES.

Women's Bureau (DOL), Washington, D.C.

Pub Date 70 Note-24p.; 1970 Revision

Available from-Women's Bureau, Wage and Labor Standards Administration, U.S. Department of Labor, Washington, D.C. 20210 (no charge)

EDRS Price MF-$0.65 HC-$3.29

Descriptors-Academic Achievement/ Age/ Employment Experience/ *Employment Statistics/ *Labor Force/ Marital Status/ *Occupational Surveys/ Occupations/ Tables (Data)/ Unemployment/ Wages/ *Working Women

In 1969 there were 30.5 million women workers (38 percent of all workers) 16 years of age and over, which represented an increase of 1.3 million since 1968. About 58 percent of the women workers were married and living with their husbands. Labor force participation was highest among mothers with school-age children only (51 percent) and lowest among those with children under 3 years of age (26 percent). The largest occupational groups were: (1) clerical (10 million), (2) service workers (4.7 million), and (3) operatives (4.5 million). The median earnings of full-time year-round workers was $4,457, or 58 percent of the year-round salary for men. About 20 percent of the women but only 8 percent of the men earned less than $3,000 while only 3 percent of the women as compared with 28 percent of the men earned $10,000 or more. These and other data concerning women workers are presented in tabular form. (SB)

ED046335 HE001914

THE STATUS OF WOMEN AT THE UNIVERSITY OF OREGON. REPORT OF AN AD HOC COMMITTEE.

Acker, Joan; And Others

Oregon Univ., Eugene.

Pub Date 70 Note-20p.

EDRS Price MF-$0.65 HC-$3.29

Descriptors-Discriminatory Attitudes (Social)/ *Employment Practices / Faculty/ Faculty Promotion/ *Females/ *Higher Education/ Salaries/ *Social Discrimination/ *Women Professors

Identifiers-*Oregon University

Part I of this report presents data on the position of women at the University of Oregon. Most of the data concerns women on the faculty, with some information about female graduate students and administrators. The report describes: (1) the current position of women on the faculty: 10.5 percent of the full-time, 9-month teaching faculty; (2) time trends; (3) salary; and (4) attrition and the source of supply of female faculty. The second section presents the results of a survey of female faculty at the University. It describes: (1) the academic characteristics of the respondents; (2) their faculty rank; (3) their mobility, stability and recruitment; (4) their professional activity; and (5) reports of discrimination. The report concludes with a list of 10 recommendations that would help eliminate some of the discriminatory practices presently found at the University. (AF)

ED045005 HE001799

EDUCATIONAL AND OCCUPATIONAL ASPIRATIONS OF ADULT WOMEN. REPORT TO THE COLLEGE ENTRANCE EXAMINATION BOARD.

Katz, Joseph; And Others

Stanford Univ., Calif. Inst. for Study of Human Problems.

Spons Agency-College Entrance Examination Board, Palo Alto, Calif.

Pub Date 70 Note-265p.

EDRS Price MF-$0.65 HC-$9.87

Descriptors-Annotated Bibliographies/ *Aspiration/ Attitudes/ *Career Choice/ *Females/ *Higher Education/ *Occupational Aspiration/ Questionnaires/ Working Women

The first chapter of this report, "Career and Autonomy in College Women," by Joseph Katz deals with the career choice of undergraduate women at San Jose City College and Stanford University. Chapter 2, "Adult Women at Work and at Home," by Joseph Katz, and Chapter 3, "Career-Oriented versus Home-Oriented Women," by Marjorie M. Lozoff, present data based on questionnaire responses from alumnae of Santa Rosa Junior College and Stanford University who were between 26 and 50 years old in 1968, from hour-by-hour diaries of two full days in the lives of 17 college educated adult women in the San Francisco Peninsula area, and from interviews with 27 of the women who had completed the questionnaires. Chapter 4, "Images of Women in Women's Magazines," by Peggy Comstock, presents a content analysis of a selected number of women's magazines in terms of the attitudes toward education, career, and home that are held or presumably held, by middle-class adult women. Chapter 5, "Selected Bibliography on Women: 1950-1969," by Peggy Comstock, presents a survey of an annotated bibliography of the literature on the educational and occupational situation of adult women. The questionnaire results, the questionnaire form, and the interview protocol are presented in the appendix. (AF)

ED044784 CG006056
COUNSELOR BIAS AND THE FEMALE OCCUPATIONAL ROLE.
Pietrofesa, John J.; Schlossberg, Nancy K.
Wayne State Univ., Detroit, Mich. Coll. of Education.
Pub Date 70 Note-13p.
EDRS Price MF-$0.65 HC-$3.29
Descriptors-*Bias/ *Career Choice/ *Counselor Attitudes/ Counselor Characteristics/ Counselor Evaluation/ Counselors/ Counselor Training/ *Discriminatory Attitudes (Social)/ *Females/ Social Attitudes/ Social Discrimination/ Vocational Development

The inferior position of women in the world of work is discussed as a backdrop for this study which sought to test the hypothesis that counselors are biased against women entering a "masculine" occupation. A coached female counselee, portraying a college junior who is having difficulty deciding between teaching and engineering, was privately interviewed by 16 male and 13 female counselor trainees at Wayne State University. All interviews were taped and then rated for their apparent bias by: (1) a male graduate student in counseling and guidance; (2) a male counselor educator; and (3) a female college professor. Results indicated that counselor bias exists against women entering a "masculine" occupation. Female counselors displayed as much bias as males. Implications are discussed. (TL)

ED043755 VT011734
DUAL CAREERS: A LONGITUDINAL STUDY OF LABOR MARKET EXPERIENCE OF WOMEN. VOLUME ONE.
Shea, John R.; And Others
Ohio State Univ., Columbus. Center for Human Resource Research.
Spons Agency-Manpower Administration (DOL), Washington, D.C.
Pub Date May 70 Note-288p.
EDRS Price MF-$0.65 HC-$9.87
Descriptors-*Employment Opportunities/ Family Background/ *Labor Market/ Longitudinal Studies/ Mother Attitudes/ Occupational Mobility/ *Socioeconomic Influences/ Work Attitudes/ *Working Women

This report describes the initial stage of a 5-year longitudinal study of the labor market behavior of women between 30 and 44 years of age. Since 1967, personal interviews and questionnaires have been used to gather data relating work experiences to various social, economic, and psychological factors for a representative national sample. The sample consists of 5,083 individuals, of whom 3,456 are white. This report includes background information, labor force participation and employment patterns, occupational and geographic mobility, and work attitudes of the women in the sample as collected in mid-1967. In subsequent surveys, detailed information will be obtained on current labor force and employment status and on labor market experience and income during the period since each preceding survey. In this way a complete 5-year work history will be collected, including a record of changes in variables believed to influence labor market decisions. (BH)

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- COMPUTER TAPES of AIM and ARM contain resumes of over 6,000 documents on vocational and technical education that have not appeared in RIE.
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